

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258

August 24, 2011

The Honorable Mark Leno
Chair, Joint Legislative Budget Committee
State Capitol, Room 4061
Sacramento, California 95814

**RE: Modification to Pay Differential 321 Radiologic Technologist – Bargaining Unit 20
(Medical and Social Services)**

This is to advise you of the California Prison Health Care Services' (Receiver's Office) request to extend Pay Differential 321-Radiologic Technologist to the Valley State Prison for Women (VSPW) facility. The Department of Personnel Administration (DPA) has authorized, pending legislative approval or approval by the Joint Legislative Budget Committee (JLBC), the extension. The BU 20 contract does not require the pay differential to be collectively bargained, and the proposed pay differential extension does not create a permanent addition to the BU 20 memorandum of understanding. As required by the contract, DPA notified the union of its intent to implement the pay differential extension pending legislative approval.

Pay Differential 321 currently provides certified radiologic and senior radiologic technologists, who work at the Central California Women's Facility (CCWF) and the California Institution for Women (CIW), additional compensation of \$1,200 per pay period for performing mammography services that are part of their regular work assignment. CCWF and CIW qualify under the Pay Differential because they are accredited facilities with the American College of Radiology Mammography Accreditation (ACRM) Program. In 2010, VSPW became an accredited facility under the ACRM Program. Following the accreditation, VSPW's radiologic staff have maintained the appropriate certification to perform mammography services at the facility. Such certification is critical so that the Receiver's Office can provide a constitutional level of health care, according to the *Plata* federal court order. This pay differential modification will bring the three affected VSPW radiologic technologists in parity with their peers at CCWF and CIW.

The modification to Pay Differential 321 will be effective February 1, 2010, once approved by the Legislature or the JLBC. DPA has been informed by the Receiver's Office and the Department of Finance that funding is within the Receiver's budget to implement the modification and there is no request for a budget augmentation. DPA understands that the Receiver's office will fund the pay differential by way of its termination of outside vendor mammography service contracts at VSPW.

The extension will cost \$43,200 per year. The back pay cost will be \$65,740. If you have any questions, please contact Tom Dyer, Legislative Director at (916) 327-2348.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ron Yank'.

Ronald Yank
Director

Attachments

cc: Members, Joint Legislative Budget Committee

Jody Martin, Principal Consultant
Joint Legislative Budget Committee

Gareth Elliot, Legislative Affairs Secretary
Office of Governor Brown

Mack Taylor, Legislative Analyst
Office of the Legislative Analyst

ecc: Nick Schroeder, Consultant
Office of the Legislative Analyst

Marianne O'Malley, Director Gen. Government
Office of the Legislative Analyst

Richard Gillihan, Asst. Program Budget Manager
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Chris Woods, Budget Director
Office of the Speaker

Greg Campbell, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Anthony Archie, Consultant
Assembly Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Keely Bosler, Staff Director
Senate Budget Committee

Kris Kuzmich, Consultant
Senate Budget Committee

Christian Griffith, Staff Director
Assembly Budget Committee

Joe Stephenshaw, Consultant
Assembly Budget Committee

Bob Franzonia, Staff Director
Senate Appropriations Committee

Maureen Ortiz, Consultant
Senate Appropriations Committee

Geoff Long, Chief Consultant
Assembly Appropriations Committee

Roger Dunstan, Consultant
Assembly Appropriations Committee

Pamela Schneider, Consultant
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PER&SS Committee

Scott Chavez, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

Alene Shimazu, Chief
Fiscal Analysis, DPA

Julie Chapman, Deputy Chief
Labor Relations, DPA

Pam Manwiller, Asst. Deputy Chief
Labor Relations, DPA

Shawn Ramirez, LRO
Labor Relations, DPA

**PAY DIFFERENTIAL 321
RADIOLOGIC TECHNOLOGIST - UNIT 20**

Established: 06/01/06

Revised: 01/01/08

Revised: 02/01/10

CLASS TITLE	CLASS CODE	CBID	RATE	EARNINGS ID	DEPARTMENT
Radiologic Technologist, Correctional Facility	9315	R20	\$1200 per pay period	8RT	Department of Corrections and Rehabilitation Central California Women's Facility; California Institution for Women; and Valley State Prison for Women
Senior Radiologic Technologist, Correctional Facility (Specialist)	9350				

CRITERIA

All criteria must be met for eligibility for this differential:

1. The Central California Women's Facility, California Institution for Women, and Valley State Prison for Women must have current status as an Accredited Facility with the American College of Radiology Mammography Accreditation Program.
2. Incumbents in the above classes must possess current certification as a Mammographic Radiologic Technologist issued by the California State Department of Health Services.
3. Incumbents must perform mammography services as part of the regular work assignment.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	Yes
IDL	Yes
EIDL	No
NDI	Yes
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

Department of Personnel Administration
Cost of Providing an Equity Adjustment Associated with Pay Differential 321
For Applicable Valley State Prison For Women Employees

MED

1.45%

12

18

									On-Going Annualized Total			Backpay Total		
CBID	Department	Class Code	Class Title	Employee Count	Proposed \$ Increase	Total (SDB)	Total Proposed \$ Increase	GF%	GF	OF	Total	GF	OF	Total
R20	CORRECTIONS	9315	RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY	2	\$1,200	\$17	\$1,217	100.00%	\$29,218	\$0	\$29,218	\$43,826	\$0	\$43,826
R20	CORRECTIONS	9350	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY	1	\$1,200	\$17	\$1,217	100.00%	\$14,609	\$0	\$14,609	\$21,913	\$0	\$21,913
Grand Total									\$43,826	\$0	\$43,826	\$65,740	\$0	\$65,740

Data Sources: Position Benefits Table (March 2011) and SCO Table 183 (April 2010)

The California Prison Health Care System (CPHCS) is requesting an equity adjustment for the above employees at the Valley State Prison for Women. It argues that these employees should be eligible for Pay Differential 321, since they are performing similar duties (specifically, performing mammographies) to the same classes associated with the pay differential at the California's Women's Facility and the California Institution for Women. They are requesting that the effective date for this equity adjustment be February 2010, the pay period following the time in which they met the eligibility criteria for Pay Differential 321. Therefore, the annualized total as well as the backpay total (during the time period from February 1, 2010 through July 31, 2011) were calculated.

Per the Associate Director/Budgets Chief of CPHCS Christopher Helton, the funding for the revision to Pay Differential 321 would come from the eliminated use of contract services at a much higher cost. Funding realignment would be handled internally to cover the differential.

DEPARTMENT OF PERSONNEL ADMINISTRATION

LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258

August 16, 2011

Ms. Yvonne R. Walker
President
Service Employees International Union, Local 1000
P.O. Box 160005
Sacramento, CA 95814

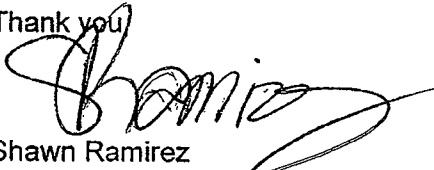
RE: Extension of Pay Differential 321 – Radiologic Technologist (Unit 20)

Dear Ms. Walker:

The California Correctional Health Care Services under the direction of the court appointed Receiver is extending Pay Differential 321 – Radiologic Technologist (Unit 20) to the Valley State Prison for Women, as the facility has been accredited for mammography. This differential will be pay to Radiologic Technologist class code (9315) or Senior Radiologic Technologist (9350) who are certified and perform these services.

Please note this is subject to the approval of the Joint Legislative Budget Committee.

Thank you



Shawn Ramirez
Labor Relations Division

cc: Migdalia Siaca, California Correctional Health Care Services



Memorandum

Date : May 19, 2011

To : Sara Hull, Personnel Program Advisor
Classification and Compensation Division
Department of Personnel Administration

Subject : **REQUEST TO REVISE PAY DIFFERENTIAL 321, RADIOLOGIC
TECHNOLOGIST- UNIT 20**

Enclosed is a request to revise Pay Differential 321, Radiologic Technologist- Unit 20, to include radiologic technologists at the Valley State Prison for Women. Approval of the request would provide equity among California Prison Health Care Services staff who perform mammography services for the female inmate population.

Should you have any questions or require additional information, please contact Phyllis Bonilla, Chief, Classification and Pay, at (916) 322-0189.

JANA ADAMS
Deputy Director
Human Resources
California Prison Health Care Services

PAY DIFFERENTIAL ANALYSIS

DPA-740 (REV. 11/2006)



INSTRUCTIONS: Respond to each of these questions and return with the signed transmittal to assigned DPA analyst.

Basis For Request

Describe the reasons which support the establishment, revision, abolishment, or continuation of a Pay Differential. Describe the purpose, specific conditions, or circumstances that warrant the type of Pay Differential requested (e.g., special license or certificate, bilingual skills, work location, etc.)

CPHCS requests a revision to Pay Differential 321, Radiologic Technologist – Bargaining Unit 20, to include the Valley State Prison for Women (VSPW). Currently, Pay Differential 321 applies to Radiologic Technologist, Correctional Facility (Class Code 9315) and Senior Radiologic Technologist, Correctional Facility (Specialist) (Class Code 9350) incumbents performing mammography services at the Central California Women's Facility (CCWF) and the California Institution for Women (CIW). Approval of this request will provide equity in compensation for VSPW Radiologic and Senior Radiologic Technologists performing the same services. For equity purposes, CPHCS requests a retroactive effective date of 02/01/10 (please see "Pay Differential Analysis").

Identify existing or related Pay Differentials. Discuss historical or current classification relationships. Discuss potential impact on other classes if Pay Differential approved.

Pay Differential 321 was established on June 1, 2006 and revised on January 1, 2008. The differential provides CCWF and CIW Radiologic and Senior Radiologic Technologists additional compensation in the amount of \$1,200 per pay period for performing mammography services. At the time of the 2008 revision, VSPW did not meet the differential criteria:

- The facility must have current status as an Accredited Facility with the American College of Radiology Mammography Accreditation Program;
- Individuals in this classification must have received a certificate in mammography from an Accredited College of Radiology Mammography Accreditation Program; and
- Incumbents must perform mammography services as part of the regular work assignment.

In January 2010, VSPW became an Accredited Facility. On 01/12/10 VSPW received its Mammography Accreditation Approval Report from the American College of Radiology; on 01/13/10 VSPW was identified as a Certified Mammography Facility by the U. S. Department of Health and Human Services, Public Health Services, Food and Drug Administration (ID #215897); and on 01/19/10 VSPW received its State of California, Department of Public Health, Mammogram X-ray and Equipment Facility Accreditation Certificate (Certificate # 11168). Following this accreditation, the VSPW radiologic staff obtained, and have maintained, the appropriate certification to perform the services. Application of the revised differential would apply only to those VSPW who held; and currently hold, the appropriate certification (at this time, two Radiologic and one Senior Radiologic Technologists).

PAY DIFFERENTIAL ANALYSIS

DPA-740 (REV. 11/2006)

Complete Pay Differential Summary Sheet or "draft" Pay Differential proposal. If necessary, provide an explanation and/or justification for the criteria and applicable conditions regarding the Pay Differential.

Draft of proposed revised Pay Differential 321 attached.

PAY DIFFERENTIAL ANALYSIS

Summary of Request

Discuss how Pay Differential will address/resolve problem. Discuss alternatives considered.

VSPW has approximately 3,700 female inmates. Prior to Fiscal Year 2009/2010, mammography services at VSPW were performed by contract with an outside vendor at a cost of \$135 per female inmate. In Fiscal Year 2007/2008, VSPW paid nearly \$225,000 for contract mammography services, and in Fiscal Year 2008/2009 costs were over \$230,000. Costs for Fiscal Year 2009/2010, were limited. In January 2010, VSPW attained status as an Accredited Facility with the American College of Radiology Mammography Accreditation Program. With this status, VSPW radiologic technologists earned and received the appropriate certification needed to perform the services. VSPW discontinued the contracted services in early 2010, and the VSPW radiologic technologists have performed the services since that time without benefit of the differential. It is for this reason that CPHCS requests a retroactive effective date of 02/01/10 for the inclusion of VSPW.

Inclusion of VSPW in Pay Differential 321 not only provides equity with the CCWF and CIW staff performing this work, it also results in a saving of at least \$200,000 annually to the State when compared to the cost of contract services. Mammograms are performed by VSPW Radiologic and Senior Radiologic Technologists on a daily basis in accordance with Inmate Medical Services Policy and Procedures for Preventive Clinical Services, Chapter 7, Section III Procedure, which states in part "*Female Cancer Screening, Mammography at least every two (2) years for inmate-patients age 40 and older.*" These are guidelines recommended and supported by the American Cancer Society and followed by the vast majority of health care providers in the country. In order for CPHCS to meet the goal of providing a constitutional level of health care, as ordered by the Federal Court, it is imperative qualified, certified radiology staff be retained to perform necessary services for over 11,000 female inmates currently incarcerated within the State's prison system. VSPW staff should be treated in an equitable manner and receive the same compensation provided to CCWF and CIW employees performing these services.

How the
contract
costs
are the
well
cost
this
to
answer

Alternatives considered are:

1. Resume use of an outside vendor to perform mammography services for VSPW inmates. This option will result in a cost of over \$230,000 annually to the State.

PAY DIFFERENTIAL ANALYSIS

DPA-740 (REV. 11/2006)

2. Allow certified staff to continue to perform mammography services at VSPW without the additional compensation authorized by Pay Differential 321. This will result in considerable labor implications.

The above alternatives do not provide equity for VSPW radiologic technologists, and these staff are critical to the CPHCS mission. Should VSPW again face the need to contract for mammography services, it would be at a cost of over \$230,000 annually to the State.

For DPA Use Only

Summary of Findings/Conclusions (Provide comments elicited from Labor Relations, Department, or other entities as deemed appropriate.)

Recommendation (Explain rationale for approval or denial.)